



# Changes in Anora Group's Executive Management Team: The Head of Anora's Industrial segment to change

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Anora Group's Senior Vice President, Industrial, Risto Gaggl steps down from his position. He will continue in his current role with Anora until the end of 2024. Anora has appointed Hannu Vähämurto as his successor as of 1 January 2025.

Hannu Vähämurto has been with Anora and its predecessor (Altia Oyj) since 2011 in various roles, most recently as Director, Industrial Products since September 2023. Prior to this, he has acted as Manufacturing Operations & Planning Director and Supply Chain Director, among others. Prior to joining Anora, he gained extensive experience from various manufacturing and supply chain management positions at Tellabs Oy.

Risto Gaggl joined Anora in October 2023 and has acted as Anora's Senior Vice President, Industrial, and member of Anora's Executive Management Team since 1 January 2024. Risto remains highly committed to contribute to the company's success during his notice period, including ensuring a smooth handover to his successor and overseeing the Supply Chain operations until the year-end.

"On behalf of the Management Team and all our colleagues, I want to thank Risto for his valuable contribution in developing the segment and reducing production footprint complexity of the company. We wish him all the best in his future endeavours. Looking forward, I am extremely happy to have Hannu take the lead in Anora's Industrial segment and join our Executive Management Team as of next year. His strong background in supply chain management and industrial operations planning is key to our success over the coming years," says Jacek Pastuszka, CEO of Anora.

"I'm very excited about this opportunity. We have a great team in the Industrial business and I'm greatly looking forward to continuing our work together in my new role in January," says Hannu Vähämurto.

Two additional changes in Anora Group's Executive Management Team will also come into effect as of today. Johanna Sundén, the current Chief HR Officer, will assume the responsibility for Group Communications in addition to her HR responsibilities as Chief People and Communications Officer (CPCO). Furthermore, Thomas Heinonen, Group General Counsel, will become a member of Anora Group's Executive Management Team. Thomas has been with Anora and its predecessor (Altia Oyj) as Group General Counsel since 2012.

Anora Group Plc

Jacek Pastuszka, CEO

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*Anora is a leading wine and spirits brand house in the Nordic region and a global industry forerunner in sustainability. Our market-leading portfolio consists of our own iconic Nordic brands and a wide range of prominent international partner wines and spirits. We export to over 30 markets globally. Anora Group also includes Anora Industrial and logistics company Vectura. In 2023, Anora's net sales were EUR 726.5 million and the company employs about 1,200 professionals. Anora's shares are listed on Nasdaq Helsinki.*